



West Midlands Fire Service Workforce Equality Profile April 2021

WEST MIDLANDS FIRE SERVICE

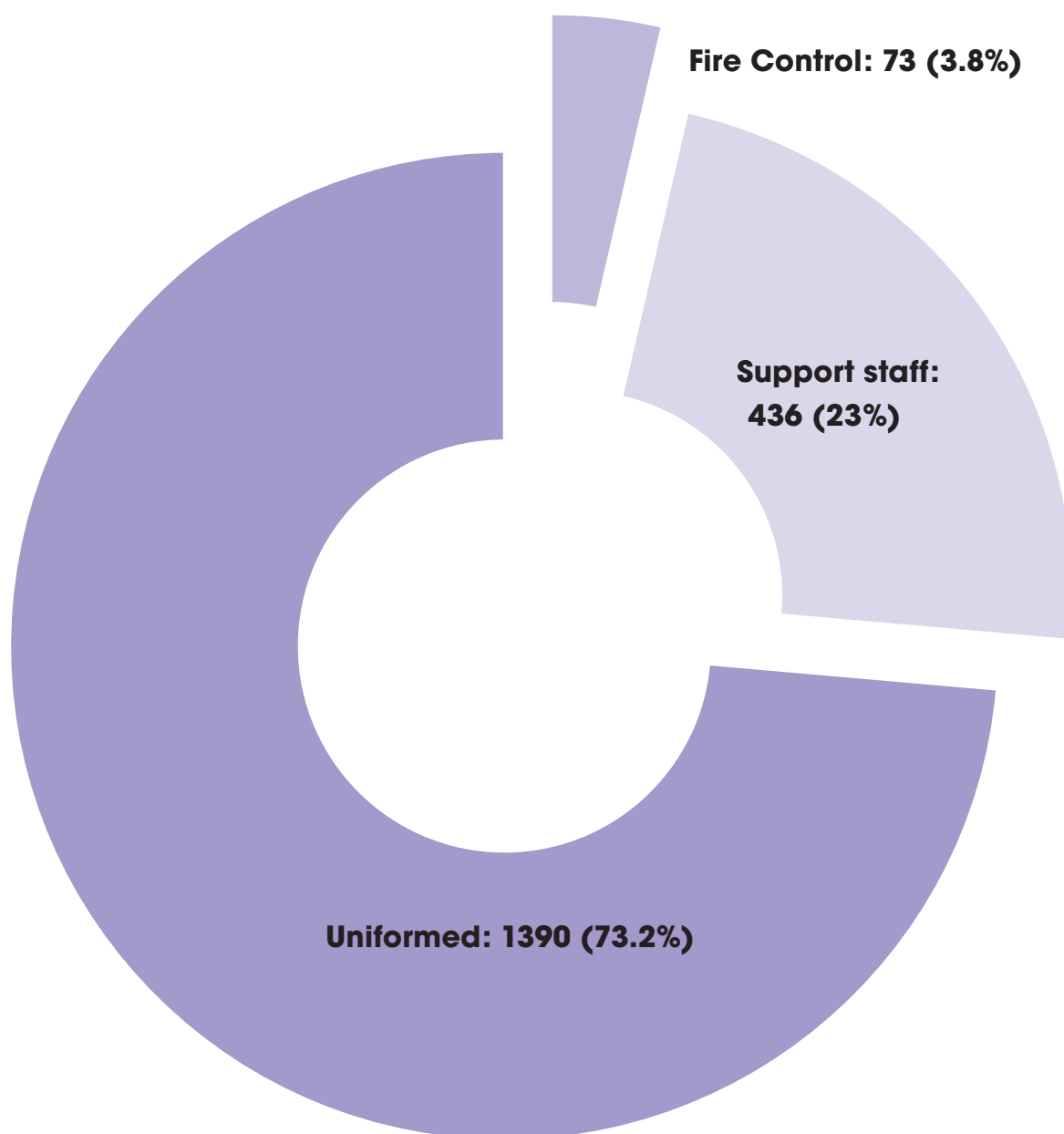
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Workforce Equality Profile 2020

Under the Public Sector Equality Duty (Equality Act 2010) West Midlands Fire Service is required to publish data annually on equality in the workforce. The information listed below has been taken from data supplied voluntarily by all the staff and covers the protected characteristics which include Disability, Race and Ethnicity, Gender, Sexual orientation, Religion and Belief.

The data in this report covers the period 2020

Total staff: 1899



The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The figures are calculated using a specific reference date called the 'snapshot' date. The snapshot date for public sector organisations is 31 March.

The figures referred to in this report are as at the snapshot date of 31 March 2020.

Mean Gender Pay Gap 2020

| Employee Group | Hourly Pay Male | Hourly Pay Female | Pay gap £ | Pay gap % |
|-----------------------------------|-----------------|-------------------|-----------|-----------|
| All Employees | £15.89 | £14.34 | £1.55 | 9.8% |
| Uniformed (incl. Fire Control) | £15.66 | £14.54 | £1.11 | 7.1% |
| Non-Uniformed | £17.48 | £14.15 | £3.33 | 19.0% |

Gender Pay Gap

31.3.20

| | |
|-------------------------------------|------|
| Mean gender pay gap in hourly pay | 9.8% |
| Median gender pay gap in hourly pay | 8.0% |

The percentage of males and females in each quartile:

| | |
|------------------------------|-------|
| Male Upper quartile | 80.5% |
| Female Upper quartile | 19.5% |
| Male Upper Middle quartile | 83.7% |
| Female Upper Middle quartile | 16.3% |
| Male Lower Middle quartile | 91.3% |
| Female Lower Middle quartile | 8.7% |
| Male Lower quartile | 51.0% |
| Female Lower quartile | 49.0% |

Disability

| | All staff | | Uniform staff | | Support staff | | Fire Control | |
|----------------------------|-------------|-------|---------------|------|---------------|-------|--------------|-------|
| Disabled | 60 | 3.2% | 28 | 2.0% | 30 | 6.9% | 2 | 2.7% |
| Not Disabled | 1631 | 85.9% | 1223 | 88% | 346 | 79.4% | 62 | 84.9% |
| Prefer not to state | 87 | 4.6% | 73 | 5.3% | 13 | 3.0% | 1 | 1.4% |
| Not stated | 121 | 6.4% | 66 | 4.7% | 47 | 10.8% | 8 | 11.0% |
| TOTAL | 1899 | | 1390 | | 436 | | 73 | |

Race Equality

| | All staff | | Uniform staff | | Support staff | | Fire Control | |
|----------------------------|-------------|-------|---------------|-------|---------------|-------|--------------|-------|
| White | 1586 | 83.5% | 1194 | 85.9% | 328 | 75.2% | 64 | 87.7% |
| Asian | 74 | 3.9% | 26 | 1.9% | 48 | 11.0% | 0 | 0.0% |
| Black | 85 | 4.5% | 61 | 4.4% | 23 | 5.3% | 1 | 1.4% |
| Mixed | 88 | 4.6% | 75 | 5.4% | 13 | 3.0% | 0 | 0.0% |
| Other | 8 | 0.4% | 8 | 0.6% | 0 | 0.0% | 0 | 0.0% |
| Prefer not to state | 20 | 1.1% | 16 | 1.2% | 4 | 0.9% | 0 | 0.0% |
| Not stated | 38 | 2.0% | 10 | 0.7% | 20 | 4.6% | 8 | 11.0% |
| TOTAL | 1899 | | 1390 | | 436 | | 73 | |

White - includes White Irish, White Other, White British and White English/Welsh/Northern Irish

Asian - includes Indian, Pakistani, Bangladeshi, Asian British and other Asian backgrounds

Black - includes Black British, Black Caribbean, African and other Black backgrounds

Mixed - includes Mixed White/Black Caribbean, Mixed White/Black African, Mixed White/Asian and Mixed other

Gender Equality

| | All staff | | Uniform staff | | Support staff | | Fire Control | |
|--------------------|-------------|-------|---------------|-------|---------------|-------|--------------|-------|
| Male | 1429 | 75.3% | 1228 | 88.3% | 191 | 43.8% | 10 | 13.7% |
| Female | 469 | 24.7% | 161 | 11.6% | 245 | 56.2% | 63 | 86.3% |
| Transgender | 1 | 0.1% | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 1899 | | 1390 | | 436 | | 73 | |

Sexual Orientation Equality

| | All staff | | Uniform staff | | Support staff | | Fire Control | |
|----------------------------|-------------|-------|---------------|-------|---------------|-------|--------------|-------|
| Heterosexual | 1338 | 70.5% | 985 | 70.9% | 300 | 68.8% | 53 | 72.6% |
| Gay/Lesbian | 34 | 1.8% | 29 | 2.1% | 3 | 0.7% | 2 | 2.7% |
| Bisexual | 26 | 1.4% | 24 | 1.7% | 0 | 0.0% | 2 | 2.7% |
| Prefer not to state | 231 | 12.1% | 191 | 13.7% | 35 | 8.0% | 5 | 6.8% |
| Not stated | 270 | 14.2% | 161 | 11.6% | 98 | 22.5% | 11 | 15.1% |
| TOTAL | 1899 | | 1390 | | 436 | | 73 | |

Religion and Belief Equality

| | All staff | | Uniform staff | | Support staff | | Fire Control | |
|----------------------------|-------------|-------|---------------|-------|---------------|-------|--------------|-------|
| Christian | 765 | 40.3% | 563 | 40.5% | 168 | 38.5% | 34 | 46.6% |
| Buddhist | 6 | 0.3% | 5 | 0.4% | 1 | 0.2% | 0 | 0.0% |
| Hindu | 14 | 0.7% | 3 | 0.2% | 11 | 2.5% | 0 | 0.0% |
| Humanist | 6 | 0.3% | 6 | 0.4% | 0 | 0.0% | 0 | 0.0% |
| Muslim | 37 | 1.9% | 20 | 1.4% | 17 | 3.9% | 0 | 0.0% |
| Pagan | 5 | 0.3% | 4 | 0.3% | 1 | 0.2% | 0 | 0.0% |
| Scientologist | 1 | 0.1% | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% |
| Sikh | 23 | 1.2% | 11 | 0.8% | 12 | 2.8% | 0 | 0.0% |
| Spiritulism | 2 | 0.1% | 2 | 0.1% | 0 | 0.0% | 0 | 0.0% |
| Other | 43 | 2.3% | 33 | 2.4% | 9 | 2.1% | 1 | 1.4% |
| None | 523 | 27.5% | 404 | 29.1% | 96 | 22.0% | 23 | 31.5% |
| Prefer not to state | 211 | 11.1% | 173 | 12.4% | 33 | 7.6% | 5 | 6.8% |
| Not stated | 263 | 13.8% | 165 | 11.9% | 88 | 20.2% | 10 | 13.7% |
| TOTAL | 1899 | | 1390 | | 436 | | 73 | |

Age Equality & Diversity

| | All staff | | Uniform staff | | Support staff | | Fire Control | |
|-----------------|------------------|-------|----------------------|-------|----------------------|-------|---------------------|-------|
| 17-24yrs | 45 | 2.4% | 24 | 1.7% | 19 | 4.4% | 2 | 2.7% |
| 25-34yrs | 335 | 17.6% | 275 | 19.8% | 48 | 11.0% | 12 | 16.4% |
| 35-44yrs | 640 | 33.7% | 532 | 38.3% | 84 | 19.3% | 24 | 32.9% |
| 45-54yrs | 668 | 35.2% | 511 | 36.8% | 135 | 31.0% | 22 | 30.1% |
| 55-64yrs | 187 | 9.9% | 46 | 3.3% | 128 | 29.4% | 13 | 17.8% |
| 65yrs + | 24 | 1.3% | 2 | 0.1% | 22 | 5.0% | 0 | 0.0% |
| TOTAL | 1899 | | 1390 | | 436 | | 73 | |